

# **EXHIBIT 2487**

**to the Declaration of  
Lisa J. Cisneros in Support of  
Plaintiffs' Opposition Briefs**

**REDACTED VERSION**

2010 Annual Performance  
Review  
Compensation Training for  
Managers

December 2009

EXHIBIT 2487

Deponent Keiper

Date 3-28-13

Gina V. Carbone, CSR

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## Agenda

1. Key Underlying Philosophies & Total Rewards Overview
2. Refresh on the Performance Levels & Ranking Process
3. Cash Compensation
4. Equity Compensation
5. High Level Timeline
6. Next Steps
7. Resources

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## Performance Management Strategy

Continue to evolve culture toward pay for performance where key contributions of employees are recognized and rewarded, and managing performance is a key requirement to growing the business



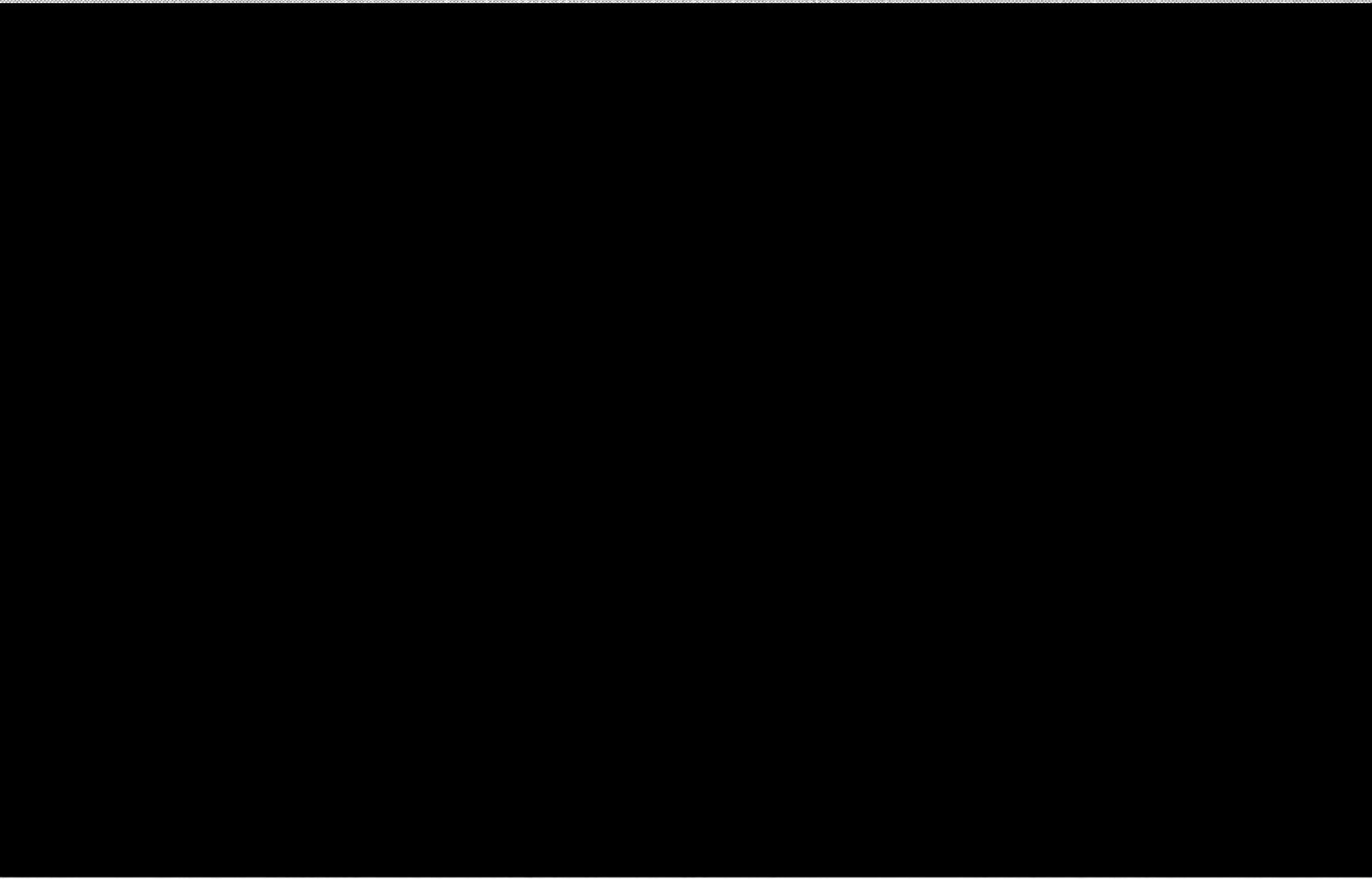
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# Performance Management Framework

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## Total Rewards Overview

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## Ranking Definition

- Ranking is a process to identify levels of performance across the company

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## Ranking Process

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## Performance Levels



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Leading to Win

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# Annual Review: Cash and Equity Compensation

## ■ Cash Compensation

- Salary Budget Methodology and Overview
- Budgets by Country
- Salary Increase Matrix and Considerations
- Salary Tool

## ■ Equity Compensation

- Equity Budget Methodology and Overview
- Equity Grant Considerations
- Stock Tool



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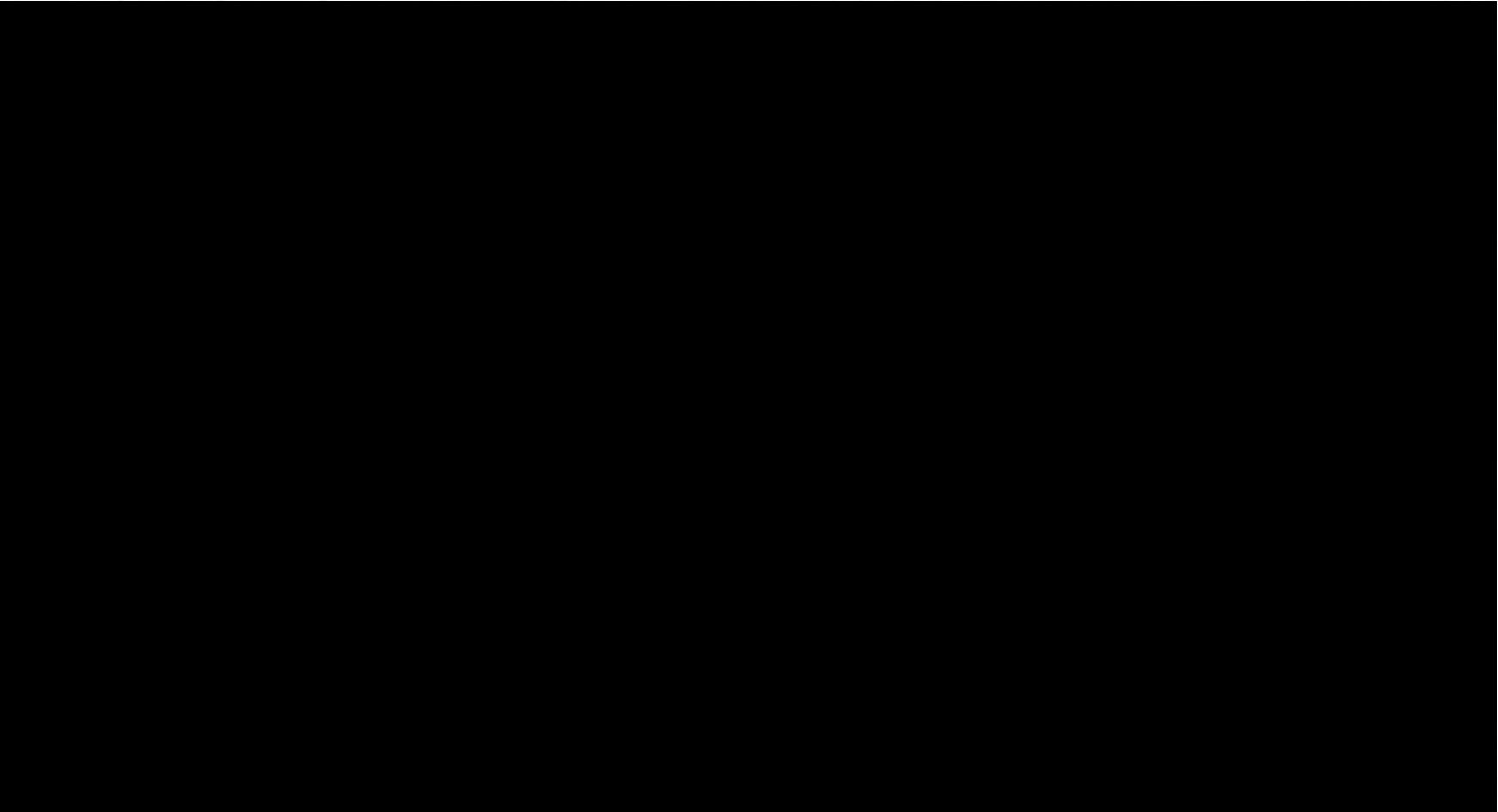
# Annual Review Salary Budget Methodology

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# Salary Budget Overview



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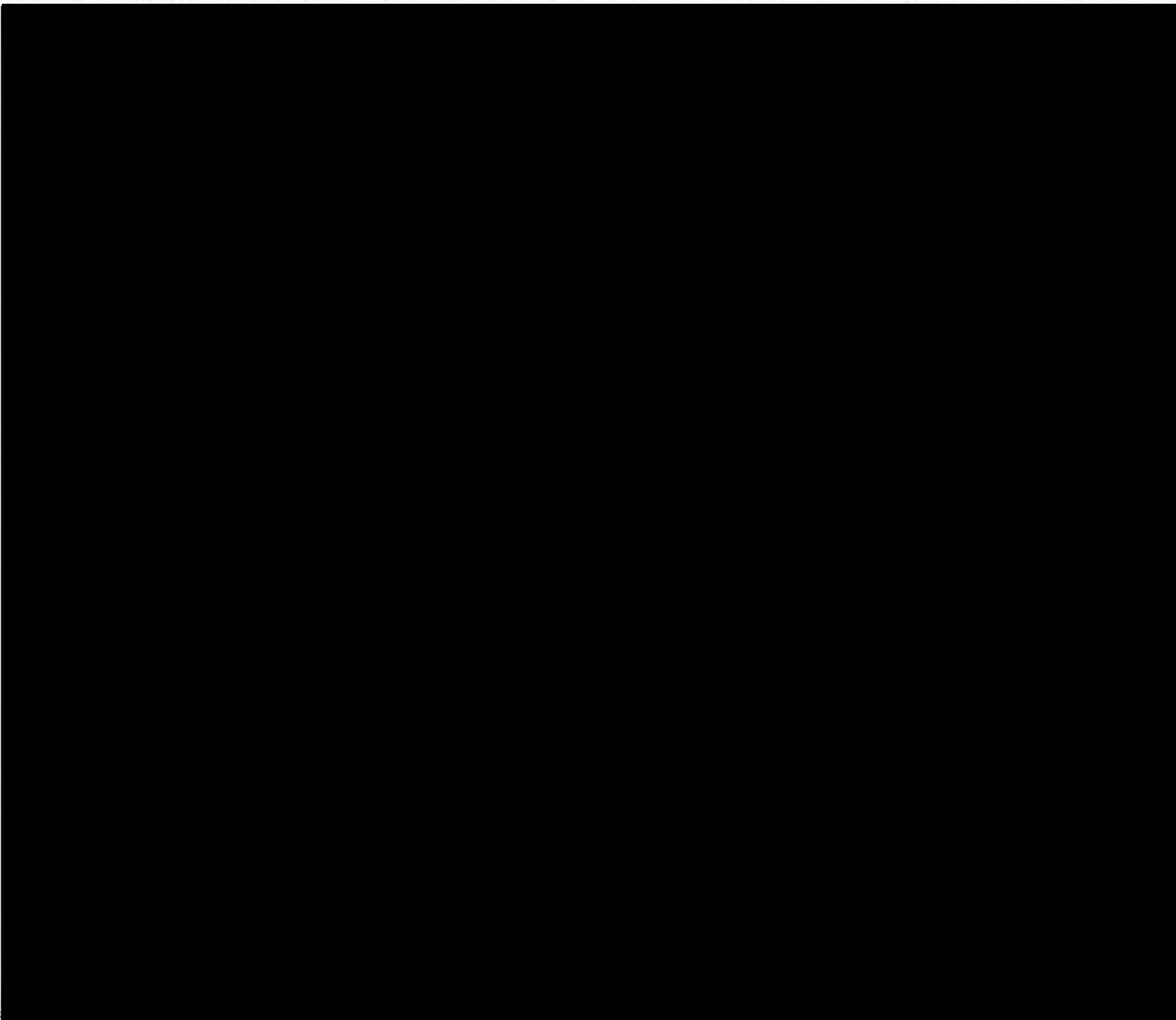
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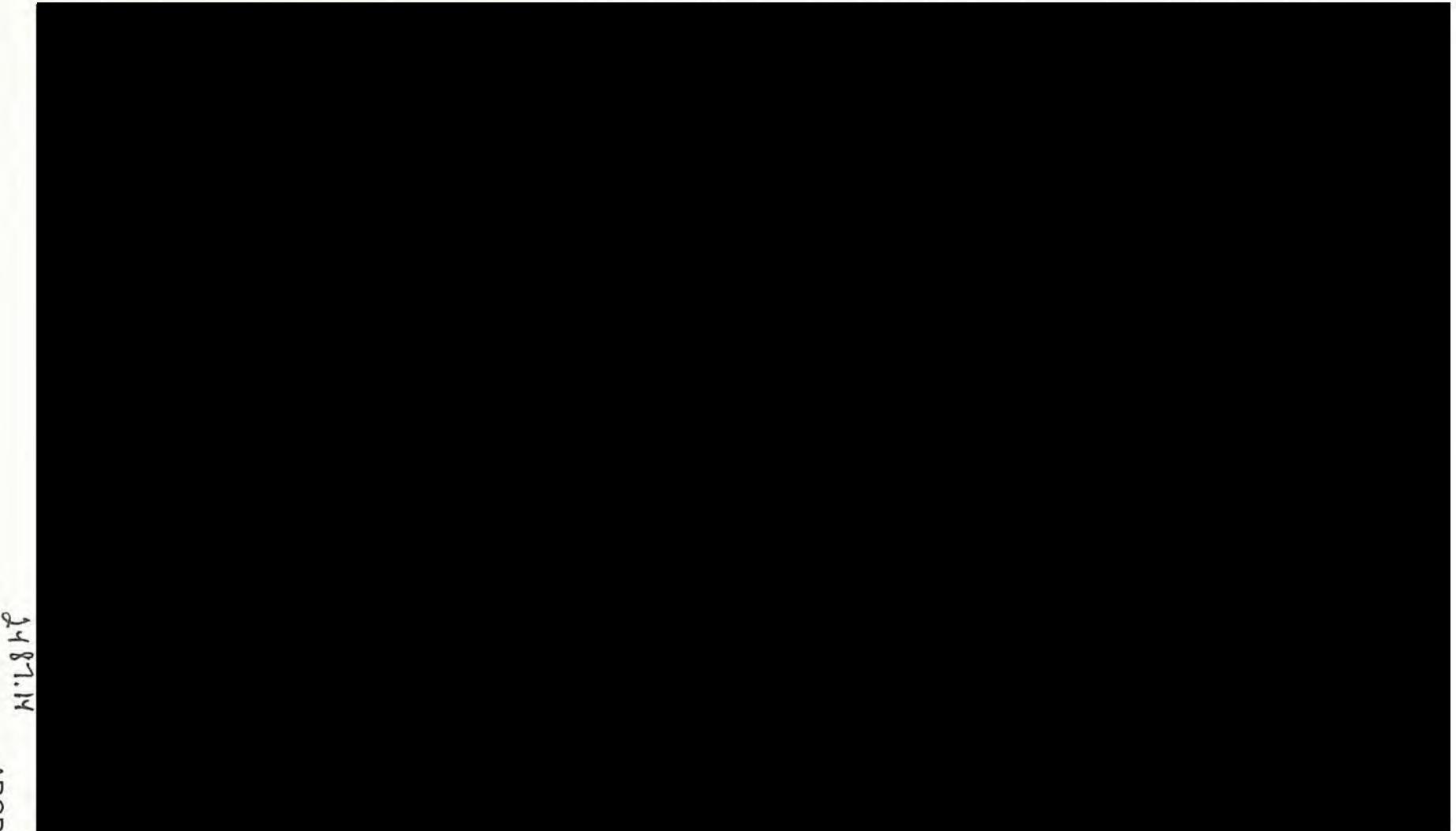


## Salary Budgets by Country\*



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# Salary Increase Considerations for Managers



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# Salary Increase Matrices

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# Annual Review Salary Tool

- Annual Review Salary Tool will be open starting December 14 for all managers to enter preliminary salary and performance level recommendations
- Refer to the Adobe Presenter available on the Managers' Annual Review website or within the Salary Tool for help using the tool

**Annual Review Processing**

New Job | Keep Old Job | Activate | Budget Summary | Set Options | No Inc/Bonus | Print Reports | Update | Download | Increase Guidelines

Laghorn, Foghorn | All Structures | Annual Review | Selected as of: 01/31/2010, Bonus as of: 02/01/2010

Employee Name	Position	Jobcode	Jobcode for HR	Actual YTD Salts	Curren	New Quota	Perfor
✓ Lata, Jared	S166	Principal Scientist 6	10.0	140,800.00 USD	140,400.00	100/033/00	
✓ Lulu, Little	S775	Consulting Mgmt 5	10.0	72,674.77 USD	72,674.77	875/033/02	
✓ Paxton, Bill	S166	Principal Scientist 6	10.0	140,400.00 USD	140,400.00	100/033/00	
✓ Pig, Party	S2074	Mgr Project (Client Svcs)	10.0	74,154.95 USD	74,154.95	899/033/02	
✓ Theroux, Justin	S166	Principal Scientist 6	10.0	140,400.00 USD	140,400.00	100/033/00	

Employee Name	EE#	Reports To	Current/Grade	Currency
Theroux, Justin	24822	Laghorn, Foghorn	04/27/2009	USD
Global Job	Adobe Job Global Job Title	Pos Actr	Position Title	Level
Cur	S166	00001000: Principal Scientist 6	US,5400	Adobe Sing Integration Te
New				

	Salary(FTE)	AGT%	Level	Salary Structure	Hours/Week	No Inc/Bonus	
Cur	140,400.00	10.0		U.S. Bay area	51/31	46.00	
New	140,018.99	10.0	STRONG (SS)	U.S. Bay area	102/81	46.00	
	Min	Mid	Max	Bonus	Total		
Cur	100,300.00	100,300.00	240,300.00	4.00 %	\$	-4.00 %	
New	8,000	0.00	0.00	5,616.99	9.00%	0.000	5,616.99

**Save**

# Annual Review Equity Budget Methodology

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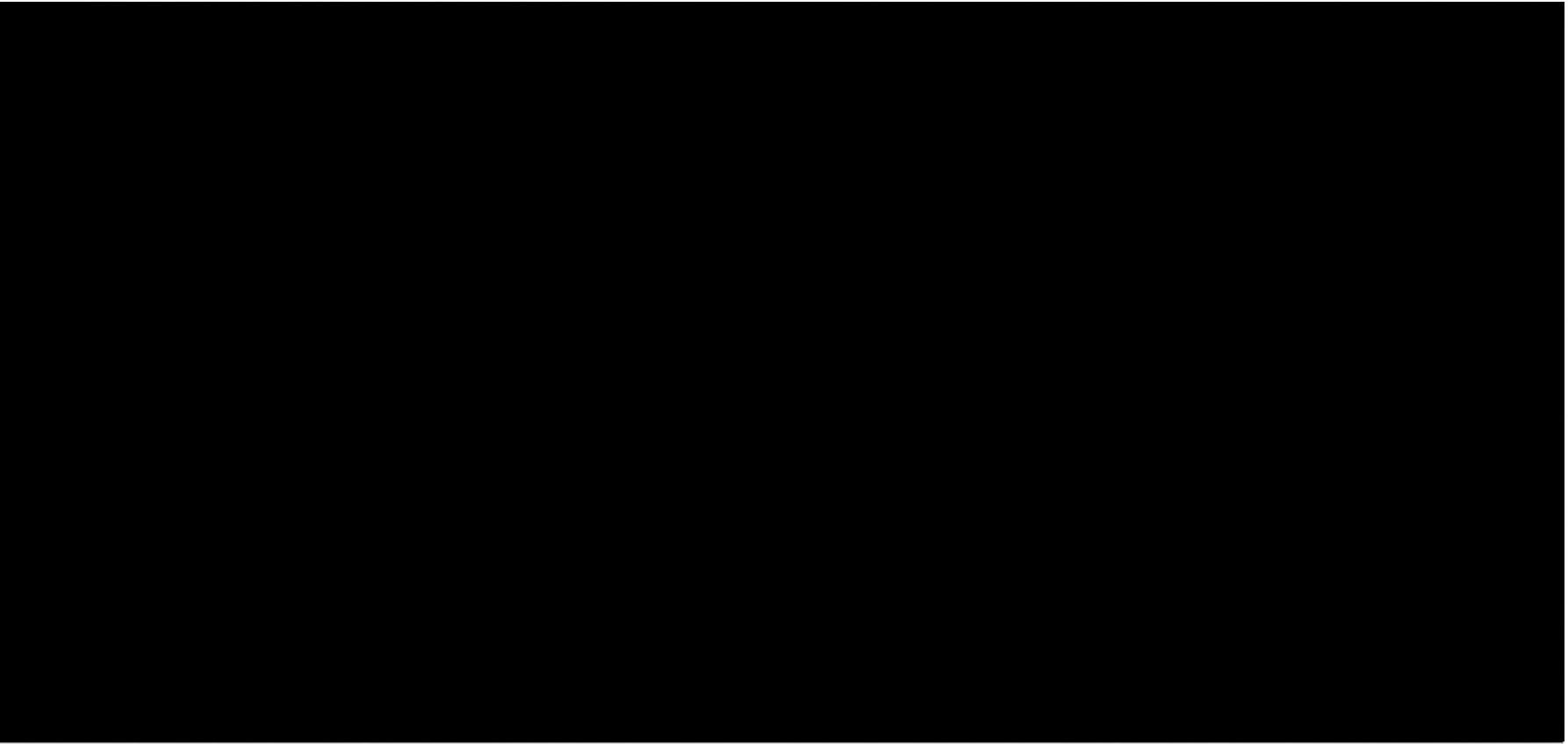
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## Equity Overview



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# Equity Grant Considerations for Senior Leaders

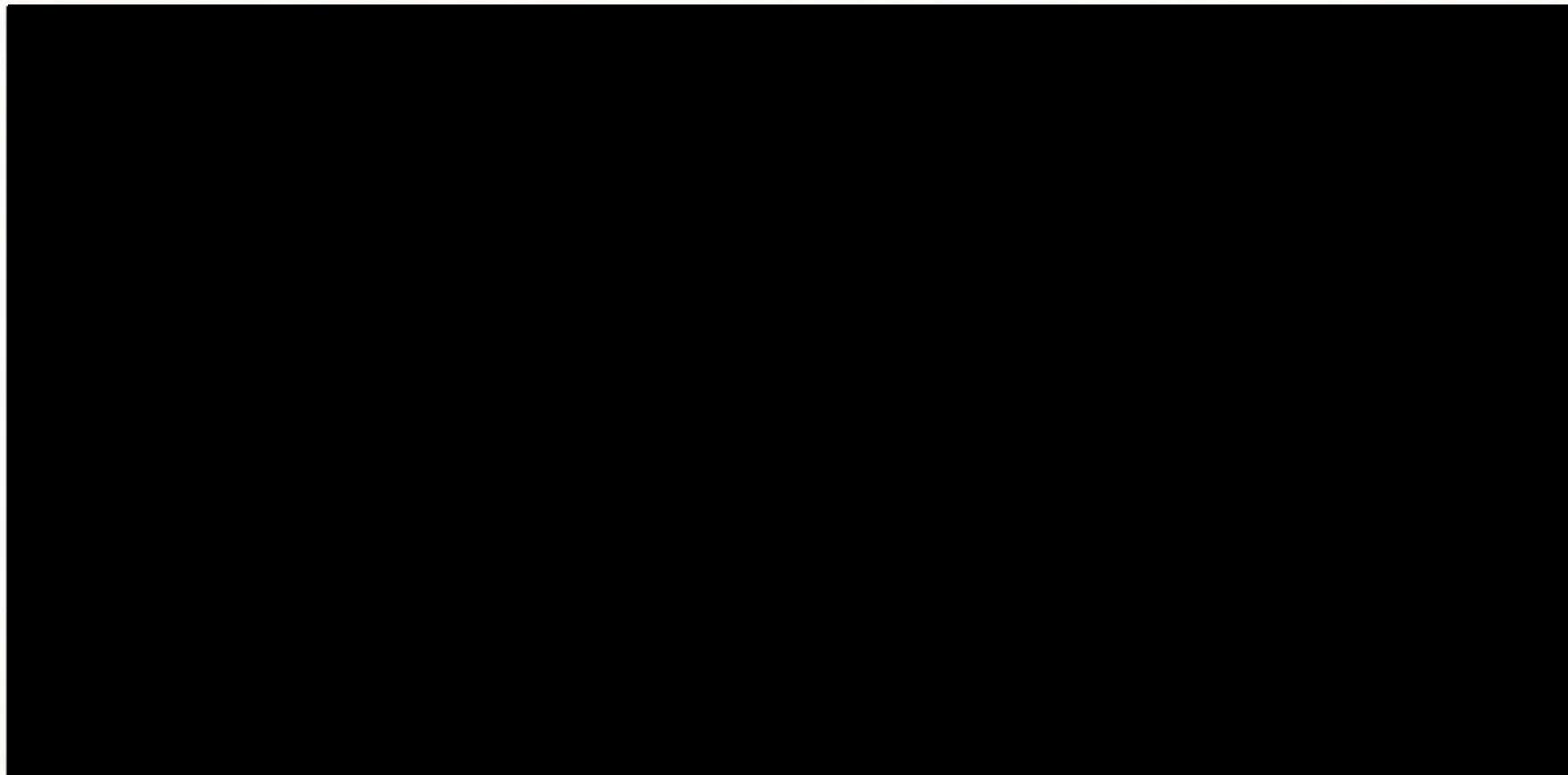
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# Annual Review Stock Summary



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# Annual Performance Review

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## Next Steps

- If asked, participate in Ranking sessions for your organization
- In the Salary Tool, enter your salary and performance level recommendations for each of your employees by January 6
- Write reviews via Appraisal Form for each employee
  - \* If you choose, as an FYI, send a copy of the appraisal via Workspace to your manager
- [REDACTED]
- Review resources for delivering effective feedback

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## Cash & Equity Compensation Resources

- Phase 2 Compensation Summary
- Annual Review Salary Tool training
  - Click the "Training" button in the Salary Tool or on the Manager's Annual Review website
  - For New Managers: Instructions on how to download the SAP GUI to access the Salary Tool
- Job/Salary Range Website
  - [REDACTED]
- Performance Shares and Restricted Stock Units (RSU) Training
- Total Rewards Overview (online module)
  - Part 1 - Total Rewards Overview
  - Part 2 - Compensation Fundamentals
  - Part 3 - Compensation Programs
- General Compensation Info (pdf)

Note : There have been Total Reward Program changes not reflected within this

## General Resources

- 2010 Managers' Annual Performance Review Website
  - Reference documents, trainings, communications, Appraisal Form
- 2010 Employees' Annual Performance Review Website
  - Trainings, Appraisal Form, communications
- Managing at Adobe Website
- If you have questions about...
  - The Appraisal Form: contact the IT Service Desk at x6HELP
  - Annual Performance Review timeline, process or tools:
    - In North America and India: contact the HRIC at x6HELP or hric@adobe.com
    - In all other geos: contact your local HR Manager
  - An employee issue: contact your HR Manager
  - Evaluating performance, ranking, department specific dates: contact your manager

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